

**MINUTES OF THE MEETING OF THE TWENTY-SEVENTH MEETING OF THE GENERAL  
TEACHING COUNCIL FOR WALES**

**DATE: 3<sup>RD</sup> MAY 2007**

**LOCATION: THE METROPOLE HOTEL, LLANDRINDOD WELLS**

**Present:**

Mal Davies (Chair)	Goronwy Jones
Jacque Turnbull (Deputy Chair)	Nichola Jones
Frank Bonello	Valerie Merriman
Ron Carrotte	Suzanne Nantcurvis
Tim Cox	Rosemond Nelson
Elwyn Davies	Richard Parry Jones.
Sheila Drayton	Gareth Roberts
Michael Edwards	Jane Setchfield
Ian Guy	Sarah Stockford
Angela Jardine	Jacky Tonge
Sue Jenkins	Gwen Williams
Gareth Jones	Peter Williams

**Apologies:**

Anthony Hughes

**Officers:**

Gary Brace	Chief Executive
Hayden Llewellyn	Deputy Chief Executive (Teachers' Qualifications, Registration and Professional Standards)
Julia Evans	Deputy Chief Executive (Finance, Personnel and Corporate Services)
Karen Evans	Policy and Planning Manager
Helen Lowcock James	Publications Officer (Secretariat)

**1. Welcome and Preliminaries**

- 1.1 The Chairperson welcomed members to the twenty-seventh meeting of the Council and confirmed the meeting would be conducted bilingually. A welcome was given to observers Glenise Borthwick (Head of Communications, General Teaching Council for Scotland) and Mark Phipps (Registration Officer, General Teaching Council for Wales). A further welcome was also offered to the persons observing from the public gallery.
- 1.2 The Chairperson proceeded to formally welcome Sarah Stockford, new member of Council in the category of elected primary teacher.
- 1.3 The Chief Executive drew members' attention to agenda item ten, specifically to the amendments to the Council's Standing Orders which had been discussed at the previous meeting on 7<sup>th</sup> February. Members were invited to adopt the revised Standing Orders. Members were content and the new Standing Orders took immediate effect.

## **2. Declarations of Interest**

- 2.1 There were no declarations of interest.

## **3. Chairperson's correspondence**

### Registration fee:

- 3.1 The Chairperson drew attention to the letter dated 22<sup>nd</sup> April 2007 from the Minister for Education, Lifelong Learning and Skills regarding Council's registration fee for 2007-08 which had been tabled prior to the meeting. He expressed his disappointment and reiterated the fundamental principle of maintaining the Council's financial independence. Referring to the economies of scale which benefit the General Teaching Council for England, the Chairperson drew a comparison to councils similar in size to the General Teaching Council for Wales and their respective fees. A response would be delayed whilst the election period passed and guidance from Welsh Assembly Government officials was sought.
- 3.2 One member commented that the Council had embraced the additional responsibility for suitability and the subsequent professional standards casework. However, this correspondence did not reflect the same commitment to the teaching profession.
- 3.3 Members sought clarification on the actions Council officers would take to take the matter forward. The Chief Executive explained that, following the election, a response would be sent to the Minister for Education, Lifelong Learning and Skills accompanied by the Council's Corporate Plan 2007-10 and setting out the statutory duties and other activities which might not be able to be undertaken without the required increase to the fee.

## **4. Draft minutes of the Council meeting held 7<sup>th</sup> February 2007**

- 4.1 The minutes of the meeting were confirmed as a correct record.

### Matters arising:

- 4.2 Minute 11.12: Registration fee – reciprocal arrangement with GTCE: Members were advised that, following discussions with Registration Managers of the General Teaching Council for England, the decision to end the reciprocal arrangement had been suspended pending further discussions with GTCE.
- 4.3 Minute 16.4: GTCW Workload strategy: The Chief Executive informed members that a meeting had been held on 21<sup>st</sup> March 2007 with School Workload Advisory Panel (SWAP) which had assisted in formulating methods of collaboration in order to highlight workload issues.
- ## **5. To receive notification of any issues which members wish to raise in respect of the 'Information' Agenda items (21 to 26)**
- 5.1 No notifications were given.

## **6. Draft minutes of the Executive Committee meeting 4<sup>th</sup> December 2006**

- 6.1 The Chief Executive introduced these minutes, drawing members' attention to two main points which were not covered on the meeting agenda.
- 6.2 Minute 2.2: The 2007 Annual Lecture: The Chief Executive advised members that each of the candidates suggested by Executive Committee members had been unavailable on the required date. However an invitation had been issued to Estelle Morris. Both Shirley Williams and Glenys Kinnock had expressed an interest in delivering the 2008 lecture and this would be followed up.
- 6.3 Minute 5: GTCW Welsh Language Scheme: Members were informed that a favourable letter had been received from the Welsh Language Board following the submission of the Council's first report on its statutory scheme. The letter had referred to the Council possibly being asked to share best practice with organisations introducing a scheme.
- 6.4 The unconfirmed minutes were noted.
- 6.5 There were no matters arising.

## **7. Draft minutes of the Policy Committee meeting 19<sup>th</sup> March 2007.**

- 7.1 The Chief Executive briefly introduced these minutes, informing members that all issues would be covered on the meeting agenda.
- 7.2 The unconfirmed minutes were noted.
- 7.3 There were no matters arising.

## **8. Draft minutes of the Registration Committee meeting 23<sup>rd</sup> March 2007**

- 8.1 Frank Bonello introduced these minutes.
- 8.2 Minute 6: Professional Standards: publication of hearing details and outcomes: Frank Bonello reported that further discussion was required by Registration Committee members prior to recommendations being made to Council.
- 8.3 Minute 3.7: Suitability Cases: Time-lapse between offence and GTCW Investigation: One member sought clarification on the third bullet point which stated that '*the age of the person be incorporated as being a relevant consideration*' and that care would be taken to ensure that the Council's guidance did not conflict with age discrimination legislation. Assurances were provided that guidance would be sought.
- 8.4 One member concurred with minute 6.3 which reported her strong view that no details of professional standards cases should be publicised. It was felt that details could be provided instead on request to the Council. The Chief Executive reminded members that a consistent approach to publishing information about forthcoming hearings and outcomes had been agreed by Council previously but that further, detailed discussions would take place later in the meeting under agenda item sixteen.
- 8.5 The unconfirmed minutes were noted.

**9. Draft minutes of the Audit and Scrutiny Committee meeting 13<sup>th</sup> December 2006**

- 9.1 Ron Carrotte, who chaired the meeting, presented these minutes and drew attention to the positive report received from the Council's internal auditors.
- 9.2 Minute 4.1: Revised Accounts Direction: Julia Evans (*Deputy Chief Executive, Finance, Personnel and Corporate Services*) reported that the revised Accounts Direction would give a clearer picture of annual expenditure for CPD. This would assist in the preparation of the Annual Accounts in the future.
- 9.3 The unconfirmed minutes were noted.
- 9.4 There were no matters arising

**10. Standing Orders (GTCW 19/07)**

- 10.1 Members had adopted the revised Standing Orders at the commencement of the meeting.

**11. Election of teacher members to Council 2008 (GTCW 20/07)**

- 11.1 Hayden Llewellyn (*Deputy Chief Executive, Teachers' Qualifications, Registration and Professional Standards*) reminded members that the indicative timetable for the Council's Election Scheme had been approved at the Council Meeting on 7<sup>th</sup> February 2007. A second draft of the scheme was provided at Annex A which incorporated amendments from the Executive Committee which had discussed the proposed process in March 2007 and additional text from Council's contractor, ERS, regarding the election process for secondary headteachers.
- 11.2 The General Teaching Council for Wales (Constitution) Regulations 1999 provide for the Council to elect twelve members in accordance with an Election Scheme developed by the Council.
- 11.3 One member questioned the provision for '*at least one secondary head, deputy or assistant headteacher to be employed in a secondary school*' but none from the primary sector. Whilst this observation was noted, the Chairperson advised that such a change would require an amendment to legislation which was not available. The change had been introduced at Council's request to ensure that the number of headteachers in the primary sector did not prevent the election of at least one person from the secondary sector.
- 11.4 Following a question, Hayden Llewellyn confirmed that the contractor would despatch Nomination packs to those wishing to stand as candidates by 31<sup>st</sup> October 2007 at the latest. Nomination packs would be available upon request slightly before this date.
- 11.5 Members were content to agree the draft Election Scheme without further amendment.
- 11.6 A discussion then took place about the nominated positions on Council and the nominations timetable. The Chief Executive reminded members that all current nominees had had their terms extended by one year and went on to report a further extension of two months following slippage in the Welsh Assembly Government's timetable. The term for current nominated members would draw to a close on 31<sup>st</sup> October 2008.

- 11.7 An invitation to nominating bodies to put forward candidates would be issued by the Welsh Assembly Government. In the meantime, bodies had been made aware of the amended timetable.
- 11.8 It was noted that nominated members would be in position ten months before elected members and that this might remove the opportunity to redress any imbalance to the make-up of the Council. The Chairperson suggested that procedures could be adjusted to cover this issue. At this point, the Chief Executive reminded members that the Welsh Assembly Government had agreed to move to a position where nominated members would serve a four-year period from 2010 with elected and nominated members staggering the commencement of their term every two years.

## **12. Progress report on Registration, QTS & Induction (GTCW 21/07)**

- 12.1 Hayden Llewellyn (*Deputy Chief Executive, Teachers' Qualifications, Registration and Professional Standards*) introduced this paper which provided members with an update on the Council's Registration, QTS and Induction work.

### Registration:

- 12.2 Reporting on progress in the collection of the 2007-08 registration fee, the number had increased since the issue of the report and now stood at 35,953.

### QTS:

- 12.3 Hayden Llewellyn went on to advise that Council officers had commenced the annual work in arranging to register Newly Qualified Teachers (NQTs). As in previous years, this included a programme of visits to ITET institutions to explain the Council's registration and QTS arrangements to final year students. Assistance was also being given towards completing Enhanced Disclosure application forms, of which so far 300 had been completed and were ready for submission to the Criminal Records Bureau.

### Induction:

- 12.4 Members' attention was also drawn to the 3330 teachers who had met the required Induction standard.
- 12.5 Members welcomed the report. One member sought clarification on '*The award of QTS to other persons*' detailed in paragraph 18 of the cover paper and again in the final row of Annex A. An assurance was given to explain this option was rarely used and that very specific criteria was required. It was agreed that the criteria on the required qualifications would be provided to Registration Committee members on 12<sup>th</sup> June 2007.
- 12.6 Members expressed their contentment with the good work undertaken by officers.

## **13. Professional Development Framework (GTCW 22/07)**

- 13.1 The Chief Executive presented this paper, which provided a progress report on 4 aspects of the Framework, namely: correspondence with the Minister for Education, Lifelong Learning and Skills on piloting the Chartered Teacher programme; the launch of the consultation on recording/self reflection and quality assurance of CPD provision; the revised standards for the Chartered Teacher programme and details of the appointed providers of the pilot programme.

#### Ministerial correspondence:

- 13.2 In line with one of the General Teaching Council for Wales' functions set out in the 1998 Act ('to carry out activities pertaining to the professional development of teachers at the invitation of the Welsh Assembly Government') previous correspondence from the Minister for Education, Lifelong Learning and Skills had sought detailed clarification on strand 2 of the framework and this had been reported to Council members at the meeting on 7<sup>th</sup> February 2007.
- 13.3 The Chairperson had sent a detailed letter of response, dated 22 March 2007, and this had been supported with meetings between Council officers and Welsh Assembly Government officials. The subsequent response from the Minister for Education, Lifelong Learning and Skills, dated 22<sup>nd</sup> April 2007 and tabled for members' attention was positive and accepted the Council's assurances that the framework existed separately from pay standards.
- 13.4 The Chief Executive went on to draw members' attention to the Minister for Education, Lifelong Learning and Skills' letter, dated 27<sup>th</sup> March 2007, which endorsed the Council's application for a Royal Charter which would support the application being made to The Privy Council.

#### Strands 3 & 4 consultation:

- 13.5 Council had commenced work on Strands 3 & 4 of the Professional Development Framework by reconvening the Task Group in September 2006 in order to formulate a coherent set of proposals for the recording/self-reflection of teachers' CPD and the quality assurance of CPD providers in Wales. Members of the group provided a wide representation from HE institutions, LEAs, unions, Estyn, Assembly officials and Council members. The subsequent meetings had led to the development of the document which was ready for consultation.
- 13.6 The Chief Executive reminded members that the launch of the consultation had commenced on 16<sup>th</sup> April 2007 and reported that a summary of Council's proposals had been sent to all registered teachers. Responses were invited until 15<sup>th</sup> June 2007. Four consultation seminars each aimed at a specific group of teachers, would take place across Wales and would provide valuable, qualitative feedback on Council's proposals.

#### Chartered Teacher standards:

- 13.7 In line with the Minister for Education, Lifelong Learning and Skills' invitation for the Council to develop a Chartered Teacher programme, standards for Chartered Teacher status were now ready for members' final approval and the commencement of the pilots in September 2007.
- 13.8 Referring to Annex C, The Chief Executive highlighted the revised draft of standards for Chartered Teacher status which, if appropriate, were presented for approval by members. Substantial support had been given to the standards in the recent consultation with the profession, with 86% responding that they were 'fit for purpose'. Members were invited to provide comments and also to determine the value of a 'frequently asked questions' page.
- 13.9 Members' discussed the wording in section one: '*Professional knowledge and understanding*' to establish if the content was sufficiently clear. It was agreed that, to change the wording could devalue the consultation exercise and that it was important that this section expressed the standards of 'having knowledge and understanding' of skills which were then demonstrated by the standards in section 2.

- 13.10 Members approved the draft standards, agreeing that they were fit for purpose for the pilot programme and that further changes could be made at a later stage if deemed necessary.
- 13.11 Members approved the development of the FAQs and answers page. This work would be undertaken by Council officers.

Piloting of the Chartered Teacher programme:

- 13.13 The Council had invited tenders on 15<sup>th</sup> January 2007 from organisations and individuals interested in the delivery of pilot modules of programmes through a 'taught' route and the provision of assessor/adviser services in the accreditation route. Twelve tenders had been received for the programme route and one for the accreditation route. Details of the successful organisations and individuals were provided in Annex E of the paper.
- 13.14 The Chief Executive advised members that the Deputy Chairperson, Chief Executive and Deputy Chief Executive (Qualifications, Registration and Professional Standards) had evaluated the tenders on 14<sup>th</sup> March 2007 which had provided a good range of locations and delivery methods.
- 13.15 Members sought further information on a number of issues, namely, a gap in provision of a 'leadership' module; Welsh language provision and the timetable for the evaluation exercise. It was noted that, although the pilot was due for completion in March 2009, it might be useful if it were possible to produce interim evaluation findings prior to the change in Council membership due to the elections process in 2008. It was also agreed to fill the identified gap by tendering for a provider to pilot the leadership core module.
- 13.16 One member went on to question the overall steering of the pilot programme. Members were advised that the position of a Chartered Teacher Programme Manager had recently been advertised and this responsibility was foreseen as part of the role with regular reports to Policy Committee members. Whilst the member felt that it might be appropriate for the Framework Task Group to oversee the early development of the pilot programme, a Task Group member expressed the view that this should not be needed. This issue was referred to the Executive Committee for discussion.

**14. Funding of Induction and EPD – progress report (GTCW 23/07)**

- 14.1 Council had taken on responsibility the administration of the funding of Induction and EPD, following invitation from the Welsh Assembly Government, from 1<sup>st</sup> September 2006. Members had been provided with a report on the progress in this area of the Council's work and were invited to discuss some specific issues.

Induction:

- 14.2 Hayden Llewellyn (*Deputy Chief Executive, Teachers' Qualifications, Registration and Professional Standards*) provided a brief outline to members, highlighting the significant budget of £5.7 million which had been allocated by the Welsh Assembly Government for teachers in Wales.
- 14.3 The report outlined that, in administering payments to schools for the funding of statutory Induction, officers had highlighted four issues which had been reported to Executive Committee members in March 2007. These were namely, a delay in response from some LEAs in providing results to the Council which in turn caused an adverse effect on the speed at which Council was able to remit funding to schools; that some schools were significantly late in submitting Induction Assessment records to their respective LEAs and those LEAs were then in turn late in relaying results to GTCW; there were a very small number of instances where newly qualified teachers

who had completed a term of Induction were unregistered; finally, a small number of difficulties were experienced in establishing the amount of funding previously paid to a school when, under the previous funding arrangements, funding was administered by the LEAs. This in turn might potentially cause a delay in making payments to schools. Members were invited to discuss and advise on these issues.

EPD:

14.4 Hayden Llewellyn (*Deputy Chief Executive, Teachers' Qualifications, Registration and Professional Standards*) went on to provide an update on this area of funding, which had moved on since the issue of the report. £60,000 in payments had already been settled to schools for the 2007 spring term. Members were also made aware of a recent Internal Audit which had focussed on this area of the Council's remit. The outcome was very positive with just one minor recommendation made.

14.5 Members were content with the report.

**15. Professional Development Funding programme – progress report (GTCW 24/07)**

15.1 In presenting this paper, Hayden Llewellyn (*Deputy Chief Executive, Teachers' Qualifications, Registration and Professional Standards*) drew members' attention to the level of funding allocated and claimed by teachers in 2006-07 and the early progress in administering the 2007-08 programme.

15.2 The Council had been allocated the initial sum of £2.5 million by the Welsh Assembly Government for 2006-07 with a further £200,000 provided in December 2006. Upon full allocation of these funds to teachers in Wales for their continuing professional development, an additional £160,000 was allocated in January 2007, making a total of £2.86 million.

15.3 Hayden Llewellyn (*Deputy Chief Executive, Teachers' Qualifications, Registration and Professional Standards*) reported that, consistent with previous years, the Council had over-allocated funding prudently, using levels of anticipated withdrawal and underclaiming by teachers at the end of the financial year. Due to an unexpected level of withdrawals, a small amount of the additional funding would be returned to the Welsh Assembly Government.

15.4 Members were advised that the Council's dissemination activities were ongoing, with a Council-led event taking place in Cardiff that day.

15.5 Looking ahead, funding totalling £500,000 had already been allocated by the Council for the financial year 2007-08. Members would also be invited to comment on plans for the next three-year programme to cover support for teachers in Wales into the period 2008-11.

15.6 Members noted the information contained in the report and proceeded to ask questions for clarification.

15.7 One member queried the new accounting system used which was based on accruals. Julia Evans (*Deputy Chief Executive, Finance, Personnel and Corporate Services*) advised that most ASPBs had moved to this system.

15.8 Members also raised the issue of accessing funding, which had previously also been supplemented by the, now diminishing, Better Schools Fund (BSF) and the difficulties experienced by advisory teachers in accessing CPD funding. Some members questioned if Council might wish to make a stance on the decreasing funds available. The Chief Executive reminded members that a clear statement on funding was made in the Professional Development Framework advice 2005, while a presentation to the National Assembly for Wales, Education, Lifelong Learning and Skills Committee had also reiterated this point clearly. Members were also assured that 90% of applicants to the GTCW for CPD funding were successful in attaining the monies they required. The Chairperson concluded that the message of coherent and accessible CPD funding for teachers in Wales could be made to the new Minister in due course.

## **16. Professional Standards matters (GTCW 25/07)**

- 16.1 The Chief Executive briefly introduced this paper and highlighted the two recommendations proposed by Registration Committee members to amend specific procedural arrangements within Council's professional standards work.
- 16.2 Council had discussed at its meeting on 7<sup>th</sup> February 2007, proposals to introduce the use of non-Council members on Professional Standards Committees and a consistent approach towards the publication of hearings and outcomes.
- 16.3 In terms of the proposed criteria and process for recruiting persons to 'sit' on Professional Standards Committees, the Chief Executive drew attention to the recommendations in Annex A of the paper. Broadly, these were to appoint a pool of five persons who would be appointed as "lay" members but would not be members of Council on matters outside of the Council's professional standards area of work; appointments would be for a period of four years and appointees would be expected to commit to up to twelve days per year plus one or two days annual refresher training which would be compulsory. A sound understanding of a professional body's regulatory role, commitment to promoting the public interest and an interest in educational issues in Wales would form some of the qualities and skills required of candidates. In addition, across the range of applicants, consideration would be given to meeting the Council's commitment to the Welsh language. The recruitment and selection process would involve the Council officers, the Chairperson, the Deputy Chairperson and a lay member of Council. It was proposed that, subject to members' approval, an advertisement would be placed in the press in early June with a view to confirming appointments in August/September 2007.
- 16.4 Hayden Llewellyn (*Deputy Chief Executive, Teachers' Qualifications, Registration and Professional Standards*) advised that the Council determination of 'lay' members did not include retired teachers. Including former members of Council, the existing pool of thirty-six members contained nine lay members.
- 16.5 Members questioned the remuneration rate for non-teachers which was referred to in paragraph 4f of Annex A. The Chief Executive confirmed that the rate was equal to the supply cover rate paid to schools following the absence of a teacher member. The supply cover equivalent could be claimed by the employers of lay members or by self-employed lay members.
- 16.6 It was also confirmed that, lay members who were neither employed or self-employed, although not 'paid' for their attendance, would not be out of pocket and would have expenses covered. Parallels were made to the recent advertisement raised by the General Teaching Council for England.

- 16.7 One member suggested that an additional bullet point be added in paragraph 6 to include the requirement for an appointee to attend one of Council's Professional Standards hearings prior to commencing the role. Also, consideration might be given to undertaking an annual performance review of Professional Standards Committee members as undertaken by other regulatory bodies.
- 16.8 A discussion also took place regarding the proposed probation period. One member suggested that this could be extended from six to twelve months to allow sufficient time for assessment. It was thought that the Chairperson's of the relevant Professional Standards Committees might be best placed to give an assessment of appointees' performance which could feed in to the probation assessments.
- 16.9 Members also discussed the wording of paragraph 4g which might include 'a strong sense of justice'
- 16.10 Members agreed the recommendation to approve the criteria and process for the recruitment of non-Council members to Professional Standards Committees.
- 16.11 The discussion then moved onto the second proposal from the Registration Committee regarding the adoption of a common approach to the publication of forthcoming hearing details and hearing outcomes. One member questioned the level of confidentiality the Council should afford to Enhanced Disclosure reports. Hayden Llewellyn (*Deputy Chief Executive, Teachers' Qualifications, Registration and Professional Standards*) advised that offences which had been committed were already in the public domain, however, 'soft information' might require different handling. Legal advice would be sought on this point. Members approved the proposed common approach recommended.
- 16.12 A suggestion was made that the composition of the Professional Standards Committee be added to the information placed on the Council's website. Members concurred with the publication of panel members' names and confirmed the adoption of a consistent approach to publication.
- 17. Assembly consultation on 'Review of Secondary School performance measures' (GTCW 26/07)**
- 17.1 Karen Evans (*Policy and Planning Manager*) presented this paper, briefly highlighting the proposed timetable and process for the Council's response to the Welsh Assembly Government's consultation on 'Review of Secondary School performance measures'.
- 17.2 Members felt that the consultation period did not reflect the importance of the issue in question. A concern was also voiced about the consultation taking place during school holidays.
- 17.3 Whilst the change towards more meaningful indicators was generally welcomed, some members felt that it was sometimes difficult to measure important targets such as fulfilling Assembly Government policies and even impossible to measure other essential work in driving forward inclusion; delivering the 14-19 agenda; increasing collaboration between institutions and work with challenging children. Additionally, one member commented that the policy in target setting could sometimes be counter-productive.
- 17.4 Members were content to agree the process and timetable for the Council's response to the consultation. The draft response would be circulated to members for further comment by 18<sup>th</sup> May 2007 with submission of the final response on 29<sup>th</sup> May 2007.

## **18. Annual Statistics, 2007**

**(GTCW 27/07)**

- 18.1 Hayden Llewellyn (*Deputy Chief Executive, Teachers' Qualifications, Registration and Professional Standards*) presented a PowerPoint presentation on the Council's sixth Annual Statistics Digest. A copy of the digest had been provided to members prior to the meeting and was available to observers in the public gallery.
- 18.2 Members were reminded that the primary purpose of the Council's registration function was to meet regulatory requirements, however, a welcome by-product was the statistical information regarding the teaching profession in Wales which was unique to the General Teaching Council for Wales. This was essential in formulating policy and supporting the Council's decision making process. The statistics covered all teachers, NQTs and headteachers and provided new data on Welsh medium language ability, ethnicity, disabilities, subject taught and qualifications.
- 18.3 The number of registered teachers in Wales continued to rise, with an increase of 200-400 each year which reflected the level of increasing compliance with registration legislation. He summarised that 73.8% of teachers in Wales were female, 36.3% taught in the primary sector and 35.1% in secondary. Highlights included: the 'experience curve' which showed that 34% of teachers had twenty five years or more in service compared to 23.2% with up to five years; that 30% of registered teachers, 40% of secondary headteachers and 46% of primary headteachers spoke Welsh compared to the national percentage of 21% and finally, that a significant percentage of newly qualified teachers (NQTs) were aged 25 and over. The register demonstrated the decrease in the number of headteachers but the increase in those holding the NPQH. Other data focussed on NQTs and this confirmed that the supply of Mathematics and English teachers remained secure with a small number qualifying in science and modern foreign languages.
- 18.4 The presentation and officers' work on the digest was welcomed by members. A number of questions were asked which identified areas of specific interest to individuals. These were noted and information would be made available to members following the meeting.
- 18.5 More generally, members questioned if the way in which the question about 'Welsh identity' might have been formulated in such a way to encourage a high response. Hayden Llewellyn assured members that the definition used by the National Statistics Office had been used as appropriate. Additionally, members queried the very low response to the question regarding individual's disabilities. Although guidelines included disabilities such as dyslexia, it was thought that many individuals did not regard themselves as disabled and so might have responded accordingly.

## **19. Any other business**

- 19.1 The Chief Executive reminded members that replacement travel & subsistence and supply cover forms had been provided to members for the new financial year, 2007-08 which were to be used with immediate effect.
- 19.2 The Chairperson invited feedback on the commencement of future meeting of Council, where possible, at 9.30 am. Members were content with this future arrangement.
- 19.3 There was no other business.

**The next Council meeting will take place on Tuesday 10<sup>th</sup> July 2007  
at  
The North East Wales Institute (NEWI), Wrexham**